

Message Text

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FM SECSTATE WASHDC

TO AMEMBASSY BELGRADE

UNCLAS STATE 168960

ATTN: WEINGARTEN

E.O. 11652: N/A

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SUBJ: STRUCTURED LABOR MISSION 1973

REF: BELGRADE 3592

1. FOLLOWING IS THE PROPOSED SEMINAR OUTLINE FOR THE DOL SEMINAR ON "MANPOWER UTILIZATION AND HUMAN RESOURCES DEVELOPMENT".

MANPOWER UTILIZATION AND HUMAN RESOURCES DEVELOPMENT

SEMINAR PARTICIPANTS FROM THE UNITED STATES ARE PREPARED TO DISCUSS A VARIETY OF TOPICS ENCOMPASSED BY THE BROAD SUBJECT MATTER RELATING TO MANPOWER UTILIZATION AND HUMAN RESOURCES DEVELOPMENT. THE SEMINAR OUTLINE ATTACHED ELABORATES THOSE ASPECTS OF THE BROADER TOPIC THAT WERE REPORTED TO BE OF GREATER INTEREST TO PROSPECTIVE SEMINAR UNCLASSIFIED

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MEMBERS OF YUGOSLAVIA. AT EACH OF THE SEMINAR LOCATIONS, PARTICIPANTS CAN INDICATE THOSE PARTS OF THE OUTLINE ON WHICH THEY WOULD LIKE TO CONCENTRATE. THE U.S. SEMINAR PARTICIPANTS WOULD ANTICIPATE MAKING PRESENTATIONS WHICH WOULD BE FOLLOWED

BY DISCUSSIONS WITH OTHER CONFERENCE PARTICIPANTS TO SHARE BOTH KNOWLEDGE AND EXPERIENCE.

THE SPECIFIC TOPICS ELABORATED IN THE OUTLINE ARE:

1. THE PROBLEMS OF RURAL AREAS
2. OCCUPATIONAL FORECASTING
3. CHANGING EDUCATION TO MEET OCCUPATIONAL NEEDS.
4. PROBLEMS AND POLICIES IN THE INTERNATIONAL MIGRATION OF WORKERS
5. MANPOWER PLANNING

U.S. TEAM MEMBERS ARE BEST PREPARED TO DISCUSS U.S. EXPERIENCE AND WOULD BE PLEASED TO ENTERTAIN QUESTIONS ON U.S. POLICIES AND PROGRAMS. SOME TEAM MEMBERS HAVE TRAVELED THROUGHOUT THE WORLD AND ARE FAMILIAR WITH POLICIES AND PROGRAMS IN A VARIETY OF COUNTRIES.

THE PROBLEMS OF RURAL AREAS

1. DECLINING LABOR REQUIREMENTS IN AGRICULTURE CAUSED BY TECHNOLOGY AND RISING PRODUCTIVITY.
 2. GOOD JOBS PLUS SOCIAL AND CULTURAL AMENITIES IN URBAN AREAS ATTRACT MIGRANTS FROM RURAL AREAS.
 3. THE SUCCESS OF RURAL ECONOMIC AND INDUSTRIAL DEVELOPMENT IS STEMMING THE TIDE OF MIGRATION. INDUSTRIAL PLANTS IN RURAL AREAS OFTEN IMPORT SKILLED WORKERS EVEN WHEN THERE IS A LARGE POOL OF UNSKILLED LABOR AVAILABLE IN THE RURAL AREA.
 4. PROGRAMS TO ASSIST MIGRANTS TO ADJUST TO URBAN LIFE.
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5. PROGRAMS TO DISCOURAGE MIGRATION.
 6. IMPEDIMENTS TO RURAL-URBAN MIGRATION BY AGE, SEX, EDUCATION, FAMILY STATUS, ETC.
 7. MEASURES TO DEAL WITH HIGH UNEMPLOYMENT IN RURAL AREAS.
- A. PUBLIC WORK PROGRAMS
 - B. RELOCATION ASSISTANCE
 - C. WORK-SHARING PROGRAMS

D. INDUSTRIAL DEVELOPMENT

8. MANPOWER PROGRAMS FOR RURAL AREAS.

A. PRE-EMPLOYMENT ASSISTANCE

B. SKILL TRAINING

C. IMPROVED LABOR MARKET INFORMATION " "THE OTTUMWA PLAN."

D. PUBLIC EMPLOYMENT - MAINSTREAM - PEP - GREEN THUMB

E. CAREER EDUCATION

9. CHANGES IN EDUCATION, HEALTH, HOUSING, WELFARE AND INDUSTRIAL DEVELOPMENT.

10. SOME UNRESOLVED ISSUES.

A. NEED FOR DEMOGRAPHIC ANALYSIS OF THE CHARACTERISTICS OF THE RURAL UNEMPLOYMENT BY AGE, SEX, EDUCATIONAL ATTAINMENT, FAMILY STATUS.

B. TAKING JOBS TO THE PEOPLE OR TAKING THE PEOPLE TO THE JOBS.

C. THE ROLE OF MANPOWER SERVICES AND EDUCATION IN RURAL AREAS. IN THIS SECTION, THE EXPERIENCE OF THE UNITED STATES DURING UNCLASSIFIED

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THE LAST FOUR DECADES WILL BE REVIEWED WITH SPECIAL CASES ON PUBLIC WORKS, INDUSTRIAL DEVELOPMENT IN SUCH AREAS AS MISSISSIPPI, ARKANSAS, THE OZARKS, AND OTHER AREAS.

OCCUPATIONAL FORECASTING

I. THE NEED FOR AND THE USES OF MANPOWER FORECASTS AND PROJECTIONS.

A. IDENTIFY UNMET NEEDS OR SKILL SHORTAGES

B. ILLUSTRATE FUTURE IMPACT OF PRESENT TRENDS

C. PROVIDE FRAMEWORK FOR ASSESSING THE IMPACT OF NEW PROGRAMS

D. PROVIDE GUIDELINES OR REFERENCE DATA FOR US IN PLANNING EDUCATION, IN PROVIDING VOCATIONAL COUNSELING, AND IN INDUSTRIAL LOCATION DECISIONS

E. PROVIDE FRAMEWORK FOR ANALYSIS OF TOTAL MANPOWER RESOURCES AND EMPLOYMENT NEEDS

F. COMPARING CONDITIONS AMONG THE REGIONS OF A COUNTRY

II. THE METHODS AND TECHNIQUES OF MANPOWER FORECASTS.

A. STRENGTHS AND WEAKNESSES OF PROJECTING PAST TRENDS

B. THE CHARACTERISTICS OF ECONOMIC MODELS USED IN FORECASTS

C. THE TIME FRAME FOR FORECASTS - HOW FAR AHEAD SHOULD WE FORECAST?

D. THE BUILDING BLOCKS OF FORECASTS

(1) THE DATA NEEDS --INDUSTRY - OCCUPATION MATRIX

(2) DEMOGRAPHIC DATA AND LABOR FORCE PARTICIPATION DATA

(3) RELIABLE MACRO-ECONOMIC FORECASTS - INPUT-OUTPUT TABLES
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(4) SPECIAL PROBLEMS FOR SOME OCCUPATIONS AND SKILLS.

III. DEVELOPING OCCUPATIONAL FORECASTS FOR LABOR MARKET
AREAS (CITIES, METROPOLITAN AREAS, AND RURAL AREAS).

A. ADAPTING AND INTERPRETING NATIONAL PROGRAMS IN LOCAL AREAS

B. BUILDING LOCAL FORECASTS

C. THE WEAKNESSES OF LOCAL PROGRAMS

IV. USING MANPOWER PROJECTIONS AND FORECASTS IN EDUCATIONAL
PLANNING AND IN MEETING SKILL REQUIREMENTS.

A. ADAPTING EDUCATIONAL PROGRAMS TO OCCUPATIONAL REQUIREMENTS

B. ROLE OF MANPOWER PROGRAMS IN MEETING SHORT-TERM AND
SPECIAL NEEDS

C. IN-PLANT TRAINING AND MANPOWER FORECASTS

CHANGING EDUCATION TO MEET OCCUPATIONAL NEEDS

I. EDUCATION AND EMPLOYABILITY - TRANSITIONS FROM SCHOOL
TO WORK.

II. THE DEVELOPMENT OF CAREER EDUCATION IN THE UNITED STATES.

A. CAREER EDUCATION DEFINED

B. THE ROLE OF CAREER EDUCATION AT ALL EDUCATIONAL LEVELS

C. CAREER EDUCATION AND THE CURRICULUM

III. THE INCREASING ROLE OF VOCATIONAL EDUCATION IN MANY COUNTRIES.

A. MEETING SKILL REQUIREMENTS

B. PROVIDING OCCUPATIONAL CHOICES TO PROSPECTIVE WORKERS
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C. ACHIEVING GREATER EDUCATIONAL RESULTS

D. PROBLEMS IN GETTING STAFF AND EQUIPMENT FOR VOCATIONAL PROGRAMS

IV. COOPERATIVE-EDUCATION--COMBINING WORK AND EDUCATION--
U.S. EXPERIENCE.

A. APPRENTICESHIP PROGRAMS

B. ALTERNATING SCHOOL AND WORK

C. GOING TO SCHOOL WHILE WORKING

V. INCREASING THE INVOLVEMENT OF MANAGERS OF ENTERPRISES
IN EDUCATION AND OF EDUCATORS IN ENTERPRISES--NARROWING
THE GULF.

VI. SOME RECENT DEVELOPMENT WITH IN-PLANT TRAINING IN THE
UNITED STATES UNDER THE NAB-JOBS PROGRAM.

PROBLEMS AND POLICIES IN INTERNATIONAL MIGRATION OF
WORKERS

I. RECENT TRENDS ON MIGRATION OF WORKERS TO EUROPEAN COUNTRIES
TO SEEK WORK.

A. THE GERMAN

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